



REPORT ON THE
PROGRESS OF

SOCIAL
RESPONSIBILITY



2015

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A WORD FROM THE CEO

THE SOCIAL RESPONSIBILITY FOR US – the Interlux company – means first the business policy chosen by us. We strive for our goals and profit responsibly.

We understand that every act of the company has a certain counteract and changes the social, natural and economic environment. Thus, when solving all issues of our daily activities, we consider the social, environmental and transparency aspects more than the legal acts usually require.

Interlux joined the United Nations Global Compact four years ago and observes the 10 principles of the Global Compact in the fields of human and employee rights, environmental protection and fight against corruption unquestionably.

This year we state responsibly again that we will observe our attitudes and obligations considering the 10 principles of the Global Compact in the fields of human and employee rights, environmental protection and fight against corruption firmly and support the initiatives of the United Nations Global Compact.

When creating socially responsible business, we both create the value for us and the surrounding community. We create a safer, healthier and better environment.

We have been working in the field of medicine for over 20 years and ensure timely provision of safe, most advanced and effective technologies and means to Lithuanian treatment and scientific institutions and enterprises. As our part in the market and number of employees grow every year, we also grow in a sense of social maturity and a deeper attitude towards the social responsibility.

Professionalism and openness, respect and responsibility – these are the main values of Interlux on which basis the company grew to the important leader of the market of medicine and laboratory technologies acting successfully in the whole region of the Baltic States and appreciated by the international-level partners.

Our goal and challenge is better health and welfare of doctors and patients, scientists and healthy life specialists, all Interlux-trusting partners and the society. By involving more and more different audiences and fields, we also take more obligations and try to satisfy your expectations to the best of our ability and create a higher social value for the environment, observe the highest quality and harmonious development standards unquestionably, become an example and encourage other participants of the market to behave responsibly.

We also treat the management of the supply chain responsibly and prefer socially responsible partners and ensure that our products meet all environmental requirements and have the minimum influence on the alternation of the climate.

Responsible employment is an integral part of responsible business. To guarantee all human and employee rights, ensure safe and healthy work environment and ensure our employees will only use safe and most ecologic devices – it is the standard of activity of our company. The priorities of Interlux are constant training of the qualification of the employees and care of their health and extra social guarantees.



The transparency is understood in the collective of Interlux both as observation of the laws and absolutely ethic activity on which the model of the company's activity is based. The employees observe the Behaviour Code of Interlux sincerely and the company constantly improves the collective's knowledge by organizing trainings.

We also understand the direct impact of our products and services in the fields of medicine, science and industry responsibly, so we choose the most advanced technological solutions helping to raise the medical and scientific level and improve the society's health.

For example, Interlux became guide of molecular diagnostics to Lithuania and catalyser of incrustation of the latest oncologic and radiologic technologies in the country that also introduced especially modern stereotaxic radiosurgery with a doctor-robot to the Baltic States. Presently the company is laying foundations of

personalized medicine by implementing pharmacogenetic examinations helping to choose effective medical treatment that is most suitable for a certain person. We also constantly strive to provide the safest work devices to the medical staff and offer ecologic, safe and healthy products to the inhabitants for their healthy life and disease prophylaxis.

When developing harmoniously, creating our business responsibly and participating in social project and organizations, we are happy to contribute to the creation of a safer and happier society with our work. We are sincerely thankful to all our partners and congenial persons without which we would not have been able to implement any high goals of a socially responsible company in 2015. Like every year, we will try to raise the bar of responsible activities higher and increase the range of socially responsible initiatives next year.

Respectfully yours

Dr. A. Matuzevičius

Director of Interlux





ABOUT THE REPORT

WE ARE PRESENTING YOU THE 4TH report on the progress of social responsibility of the Interlux company where we will familiarize you with the social initiatives, environmental protection, human rights and corruption prevention processes in the company and progress in the work relations in 2015.

After Interlux joined the 10 principles of the United Nations Global Compact in the fields of human and employee rights, environmental protection and fight against corruption in 2012, the company compiles reports on the progress of social responsibility for the society every year.

Reports are compiled in Lithuanian and English. E-report versions are announced in the website www.interlux.lt and in the website of the Global Compact www.globalcompact.org.

This report on the progress of social responsibility is intended for the audiences interested in the company's activity – partners, employees, shareholders, society, institutions and all desiring to familiarize with the „Interlux“ company more comprehensively.

Main trends of social responsibility of Interlux:

- Transparent and responsible activity.
- Social employment.
- Reduction of the negative impact on the environment.
- Support of social initiatives in the fields of propagation of healthy life and safe medicine, training of young scientists, ecology, protection of human rights, corruption prevention and encouragement of responsible business.





ABOUT THE COMPANY

INTERLUX IS AN INTERNATIONAL COMPANY providing safe and effective highest quality medical, scientific and industrial technologies and healthy life products to its customers in Lithuania and other Baltic States.

Representing the brands of over 250 most famous global manufacturers, Interlux chooses the most optimum solution satisfying the customer's needs in the best way by distributing the most modern medical, scientific, veterinary and diagnostic systems, laboratory equipment, *in vitro* diagnostic reagents and disposable medical devices.

Cooperating with the best and most innovative global manufacturers of medical technologies, we are able to ensure the most advanced treatment for our patients and safer and more effective work for the medical staff.

The standards of the activity of Interlux meet the highest global quality standards – it is one of the main reasons why the manufacturers of global medical and scientific technologies and diagnostic systems choose our company as their representative in the Baltic region. Interlux was also certified in accordance with the LST EN ISO 9001:2008 standard of the quality management system proving that the services of the company meet the highest standards.

We always try to become more perfect, so we monitor the quality of the direct activity of the company – the position of a quality manager of the company was established for this field of responsibility.

Being a member of the United Nations Global Compact and the National Network of Responsible Business Companies of this alliance, Interlux keeps on acting successfully in accordance with the 10 principles of the United Nations Global Compact in the fields of human and employee rights, environmental protection and fight against corruption.

Interlux decided to join the United Nations Global Compact and undertakes its obligations honestly on the basis of the main values on which its business is always based. Interlux declares the respect of the international protection of human rights and guarantees it does not contribute to the violations of human rights. Moreover,

the company ensures the rights of its employees by supporting the freedom of associations and recognizing a right to collective negotiations, does not propagate any forcible work and exploitation, children's work or discrimination on the employment or at a workplace.

Like other members of the alliance in the world, Interlux manages the chain of supply and sales so that they meet the highest environmental requirements and preclude changes in the climate. The company also supports environmental initiatives, encourages the development and distribution of environment-friendly products and technologies. Interlux uses the natural resources responsibly and tries to use paper and other resources, which are directly related with the environmental pollution and alternation of the climate, as rationally as possible.

In 2015 Interlux also made every effort in the contribution of fights against all forms of corruption (including racket and bribery) and participated in initiative governmental and organizational activities encouraging the reduction of corruption phenomena in business. The Ethic Code for the employees of Interlux became a standard model of the Anticorruptive Guide compiled by the authorities and was recognized as defining the model, principles and references of transparent and incorrupt business especially particularly, rationally and clearly.

MISSION

To improve people's health, create the value for the patients and medical staff, satisfy their needs by implementing new-generation advanced, safe and effective technologies and developing innovative technological solutions.

VISION

To become the first choice of customers and partners in the fields of medicine, science and industry in the Baltic States and be regional leader of innovations of medical, scientific and industrial laboratory and healthy life solutions.



INTERLUX COMPANY IN NUMBERS

ESTABLISHED:	in 1994
STAFF	over 70 employees
INCOME:	over 15,5 million EUR
RANGE OF PRODUCTS: :	over 1 million
CUSTOMERS:	dover 500 health care, veterinary, scientific and industrial enterprises and institutions in Lithuania
PARTNERS:	over 250 business partners around the world





COMPOSITION OF THE COMPANY

COMPETENCE - this word is used about Interlux in the responses of customers mostly.

The criterion of competence became a cornerstone in the development of the structure of Interlux. The articles and services provided by Interlux are divided into groups. Each group is serviced by experienced employees with specific education and qualification necessary for excellent knowledge of that segment.

Today there are 5 groups servicing 5 different groups of products in the Interlux company.

The potential of Interlux is supplemented by two independent companies belonging to the group of Interlux companies – these are Labdata developing and implementing laboratory IT solutions and Sormedica selling surgical, oncologic and radiologic products.

The service subdivision of Interlux has huge experience, becomes more perfect and grows constantly and ensures smooth installation and irreproachable care of the products and technologies provided by Interlux.

The geography of Interlux covers all 3 Baltic States. The agency of Interlux – Interlux SIA – acts in Latvia successfully.

The purposeful and concentrated activity enables the employees of Interlux to go deep into the essence of every kind of work and become more perfect and observe the work principles of responsible business; it enables the leading staff to develop the strategies of activity based on the principles of social responsibility systematically as well as ensure their successful implementation.





ABOUT THE COMPANIES BELONGING TO THE INTERLUX GROUP



SORMEDICA – is a provider of latest safe and effective invasive medical technologies and advanced treatment methods for surgery, oncology and radiology. The range of devices and solutions implemented by the enterprise involves different equipments for the treatment of oncologic and cardiovascular diseases killing most lives.

In Lithuania and other Baltic states, SORMEDICA installs the technologies developed by the leading global companies, such as *Stryker, Bard, Wright Medical Technology, Accuray, Intuitive Surgical, Carl Zeiss Meditec, Edwards Lifesciences* and *Volcano*.

Established in 2012.

Number of employees: 12



LabData – is a company providing IT services, implementing and maintaining innovative technology and process control management solutions in the fields of laboratories and medicine. The services of the enterprise working in the Baltic States involve laboratory information systems, specialized IT solutions for medicine and management of donation processes as well as process automation solutions for laboratories and hospitals.

Established in 2004.

Number of employees: 4



MEDICĪNAI • ZINĀTNEI • DZĪVEI

INTERLUX LATVIA is a provider of advanced technologies for medicine, science and veterinary medicine as well as laboratory solutions, *in vitro* diagnostic reagents and disposable medical devices in Latvia.

Established in 2006.

Number of employees: 14





HUMAN RIGHTS

THE INTERLUX company and its employees are against any violations of human rights, discrimination, violence, abuse, forcible and children's work, intolerance to attitudes as well as lifestyle, positions or state of health.

These attitudes and principles of the internal and external activity are declared in the Behaviour Code of Interlux collegially and all the employees of Interlux observe it.

The human rights are also ensured in the documents of Interlux defining the policy of the staff.

The human rights are observed in the collective and communication with customers. The Interlux company does not tolerate any discrimination and no discrimination phenomena were noticed in the course of 2015. In 2015 there were no discrepancies related with the principles of the Global Agreement consolidated in the Global Compact.

The human rights are also observed in the internal and external communication of the company. The marketing and communicative material prepared by the company is strictly controlled and cannot be related with any form of video or audio discrimination or violence or encourage discrimination or intolerance to attitudes as well as lifestyle, positions or state of health.





LABOUR

In 2015 72 persons worked for the company: 40 men and 32 women.

ACCORDING TO FIELDS: 8 administration employees, 29 employees of the sales field, 10 service employees, 9 financial employees and 9 storage and logistic employees worked for the company.

85 per cent of the employees had higher university education, 4 per cent – higher non-university education, 9 per cent – further education and 1 per cent – secondary or special secondary education.

Interlux is an average company to the extent of Lithuania; it pays especially much attention to the staff and observes the principles of honest payment and socially responsible employment.

In 2015 the company spent on premiums even **39 PER** cent of the post-tax income and it grew by even 40 per cent in comparison with 2014.

8 new workplaces were created in 2015.

In 2015 the Interlux company created 4 new positions:

- **Commerce director**
- **Procurement manager**
- **Head of the supply chain**
- **Service manager**

The new positions enabled to organize work in the enterprise more qualitatively and contributed to better satisfaction of the employees' needs and realization of the principles of social responsibility.

For example, the company started paying more attention to the management of the supply chain and choice and harmony of suppliers after creating the positions of the head of the chain supply, procurement manager and commerce director. The procurement head and head of the chain supply shall ensure in the management of the supply chain that the devices, equipment and other procured articles used by the company meet the environmental standards, their packages are reprocessed and the devices are chosen which have the minimum impact on the environment and do not harm people's health. The commerce director ensures proper maintenance and monitoring of these processes.

In 2015 special attention was paid to the professional and intensive training of employees. The employees of Interlux spent 395 business days just for the professional improvement in foreign countries.





TRANSPARENTLY FROM THE VERY BEGINNING

EVER EMPLOYEE signing a labour contract with Interlux is familiarized under the signature with the following:

- Register of the introductory instructions of work safety and health as well as instructions in the workplace;
- Procedural rules;
- Ethic Code;
- Fills out the "Declaration of Private Interests".

THE GOALS OF STAFF TRAINING, COLLECTIVE DEVELOPMENT AND MOTIVATION WERE REACHED SUCCESSFULLY IN 2015

THE COMPANY HAD set the following main goals of the staff policy:

- To renew anti-corruption trainings at the company and develop necessary procedures for this field;
- To execute the structural changes in order to reach harmonious and systematic development;
- To improve the procedures of employee motivation and socially responsible employment.

All the set goals were reached successfully in the course of the year.

Interlux created more possibilities for the employment of young students in the company and match their work with the studies. In 2015 two higher school students worked for Interlux.

The company always pays much attention to the adaptation programme of employees. The programme helps the newcomer to get all necessary information and learn everything that is necessary for effective and productive work and successful integration into the collective as quickly as possible. The „Newcomer’s Book“ – tips received by all new employees of Interlux – was renewed in 2015. These tips provide comprehensive information about the company, its values, references of social responsibility and other necessary information. The edition of this year also includes three stories of success – interview with long-year employees of the company sharing their experience at Interlux.

Like earlier, the employees of Interlux fill out declarations of public-private interests helping to support the transparency of the company.

There is annual assessment of the employees’ activity. During a conversation between the employee and his/her direct head, the goals reached in the previous period and competences and personal characteristics of the assessed employee affecting the performance of his/her work are assessed according to clear and pre-agreed criteria and the tasks of activity in the future period and fields of self-improvement are determined. It is also tried to determine during the annual conversation how the employee feels at the company, whether his/her needs are considered, if the employee feels discriminated, whether his/her rights are restricted by the organization in another way.





CAREER MANAGEMENT

THE COMPANY has well organised motivational and professional training program. The main goals of training process are strengthening the weaknesses, continuing improvement and career possibilities in the organizational structure.

Information about the new career perspectives, open positions is published in company intranet. Principles of company career management provide employees with possibility to get priority pretending for the open positions.

INFORMATION PUBLICATION FOR THE EMPLOYEES

THE STAFF NEWS are announced in the monthly information publication called „LUX“ providing all main organizational news and plans of the enterprise, presenting new employees and informing about those having left the company. The e-edition also provides news of individual subdivisions of the company and news about corporative, social events and initiatives.

MANAGEMENT'S DIALOGUE WITH EMPLOYEES

INTERLUX PAYS special attention to the internal communication and dialogue between the management and employees. A social dialogue enables identifying problems and correcting them quickly and acts as a motivation means – by contributing to the management of the company and being involved in the decision making process, the employees understand the goals and values of the company and act in a synergic way.

WORK COUNCIL

THERE IS THE WORK Council at Interlux – it is an independent organ which goal is strengthening of the dialogue between the employees and heads. The Work Council encourages the collective members to communicate with the heads and inform about noticed violations of the Behaviour Code, gaps in the staff policy or other problems. The mission of the Work Council is also to suggest changes, mediate and represent the employees in the negotiations with the heads.





MANAGEMENT GROUP

REPORTING MEETINGS

THE MANAGEMENT GROUP (consisting of the heads of the company's groups and subdivisions, 13 people in total) was established in 2013 in order to reach smooth movement of information streams in the company and improve the work control; they meet on a regular basis and solve relevant issues related with the management, finance, communication, development and staff of the company etc.

All the employees of the company are encouraged making suggestions on the issues to be considered at sessions of the Management Group directly to the heads of their group or write and send them by e-mail or leave in a suggestion box.

THE REPORTING meetings of the activity are held by the company twice a year. All the company's employees participate in these meetings and the activity of the company's subdivisions, results and challenges, structural and organizational changes and staff topicalities are presented.

Besides, the election of the best employees is also organized once a year. Two best employees are elected: one – according to the financial results of the work activity and the other one – according to the assessment of professional characteristics and intercommunication between the employees; they are determined according to the maximum number of Luxes obtained within a year. The best employees are encouraged.

POSSIBILITY TO COMBINE WORK AND FAMILY OBLIGATIONS

LIKE IN THE PREVIOUS YEARS, the employees of Interlux can choose to work according to the flexible schedule and combine work, personal and family obligations in this way. Students are enabled to combine their studies and work. Two employees of Interlux used this right in 2015.

SOCIALLY RESPONSIBLE EMPLOYMENT

THE INTERLUX company appreciates its employees very much and treats the employment responsibly.

Responsible management means assurance of all human and employee rights, a close dialogue between the employer and employees, their involvement in the decision making and planning process and extra social guarantees, care of the employee's health and work satisfaction, encouragement to participate in the social activity both in the initiatives of the company and personally.





EXTRA SOCIAL GUARANTEES

LIKE PREVIOUSLY, the employees of Interlux were given one-time benefits in case of a child's birth, death of a family member or on the occasion of the first marriage in 2015. In 2015 3 benefits were given for the birth of a child, 1 benefit – for the death of a family member and 1 – on the occasion of marriage.

ENCOURAGEMENT OF VOLUNTEERING

THE EMPLOYEES Interlux also participate in different social campaigns, such as charitable sport events, on the own initiative; the company encourages this initiative and supports it if possible.

MONITORING OF EQUAL RIGHTS

DISTRIBUTION OF SEXES: in the company: 40 men and 35 women worked for the company in 2015. 9 men and 4 women were heads. In comparison with 2013, there were more women-heads in the company as there were 8 men-heads and 2 women-heads in 2013.

Neither employee worked according to time-limited labour contracts.

The employees are enabled using extra free days like so-called "mother days" and "father days" without restriction. 25 mother days and father days were used in 2015.

In 2015, the number of used paternity leaves was 34 calendar days, the number of pregnancy and birth leaves – 140 calendar days and the number of child's care leaves – 880 calendar days.

In 2015 the men were ill and did not work for 91 calendar days and the women – 120 calendar days.





MOTIVATION TOOL – „LUX“

HEALTH OF EMPLOYEES

LUX“ CAN be given by a direct head or that of another subdivision and director of the company to the employees whose merits and contribution to the common results of work were evaluated and recognized.

A „LUX“ is a sign of thanks to an employee for thorough and honest work, excellent results of work, efforts and additional initiative, cooperation and collegiality and assistance to each other in order to reach the goals of every employee and company.

541 „LUX“es“ were given in 2015.

HEALTH IS the personal value of every person and the total society. Interlux creates healthy work conditions, guarantees all legally consolidated ergonomic standards in the workplace and takes constant care of the employees' health.

Like every year, all the employees were enabled to check their general state of health in 2015. Moreover, in order to preclude the disease and protect the employees from severe and sometimes fatal complications, Interlux took care of free vaccination from seasonal diseases to all the desiring collective members traditionally.

There are no records about accidents and injuries in the register in 2015.

Taking care of the employees' health, the employees of Interlux, who had worked for the company for three months, were given additional health insurance in 2015. Thanks to this insurance, the employees were able to perform a prophylactic check-up, use the services of sport clubs and get competent services provided by health specialists in case of getting ill.





ENVIRONMENT

BUSINESS AND SOCIAL ENVIRONMENT

HAVING OVER 770 employees, acting in three Baltic States, in especially sensitive markets of medical, scientific and industrial technologies, Interlux affects the social development of the country and region.

For example, in 2015 we became Nr. 498 among the Lithuanian companies paying the highest amount of taxes. This is our contribution to the assurance of social services in the state.

In order to contribute to the solution of social problems in the community, the company uses three “whales”:

- commercial – it chooses to provide Lithuania with the articles necessary for the propagation of healthy life, just safe medical devices and latest-revolutionary medical technologies eliminating most problems which were impossible to solve before;
- knowledge and values – being leader of the medical technological field, Interlux contributes to the popularization of healthy life, disease prevention and programmes and events for the encouragement of timely prophylactic check-up;
- scientific catalyser – the production provided by Interlux enables the scientists to work more quickly and qualitatively and a higher-level laboratory and other modern devices enable improving the level of scientific achievements and contribute to the improvement of the total medical and scientific sector.

In 2015 Interlux established the e-shop www.hifamed.lt where competent employees of the company with huge experience select ecologic, safe and innovative devices for the disease prevention and prophylactic check-up, first aid, healthy life etc.

In the field of laboratory medicine, Interlux ensures timely provision of the most advanced and safest devices. Interlux also takes care of devices for safe and quick decontamination of biohazardous laboratory sewage meeting the highest safety and environmental requirements.

In the field of diagnostic technologies, Interlux lays the foundations of personalized medicine by implementing pharmacogenetic examinations of the choice of different medicaments for a certain patient, such as proper choice of psychotropic, cardiologic, pain-relieving and oncologic medicaments according to the patient’s DNA code, so that they are assimilated well and act effectively.

Sormedica belonging to the Interlux group became a certain flagman in oncology – the first stereotaxic radio-surgery centre with the most modern present technology for the treatment of cancer in the Baltic States was established in Latvia. In this centre, tumours are removed with a complicated robotic system CyberKnife enabling to treat patients effectively if their tumours appeared next to sensitive organ systems or in obstinate parts of the body. This modern technology shortens the duration of treatment significantly, allows avoiding painful complications and the procedure does not cause any pain or





other unpleasant senses often accompanying the treatment of tumours for the patient.

In the field of blood safety, Interlux also provided a system ensuring an absolutely new safety level for donor blood – installed the most modern pathogen inactivation technology in the Baltic region, i.e., “blood cleaning” from practically all known infections and other pathogens.

The company supported such scientific-practical events as the international conference „Immunohaematology and examination of blood components: solutions and the latest scientific trends” organized by the Lithuanian Society of Laboratory Medicine and the Faculty of Medicine of Vilnius University or the first republican conference „Modern medicine: the latest methods of disease objectivization and individual treatment” organized by

the Lithuanian Movement of Doctors “Treat Responsibly” etc.

The effectiveness and expedition of servicing the customers of Interlux is ensured by harmoniously and qualitatively acting subdivisions of Customer Service, Logistics and Service with almost thirty motivated intercommunicating specialists who shall satisfy all, even the most urgent or complicated needs of customers in a timely and proper manner. A quick reaction and high qualification of the employees of Interlux correcting various failures allows saving the customers’ resources and reducing the costs related with technological breakdowns or stoppages.

ENVIRONMENTAL CARE

TAKING CARE of the environment, we try to preserve the biological variety and ecosystems and slow down the alternation of the climate. A direct impact on the environment related with the work of our company is caused by the use of material resources, energy and transport as the employees use cars for work matters.

The preservation of the natural resources remains the priority environmental goal of Interlux. The company contributes to the reduction of the negative impact on the environment with all kinds of its activity.

WASTE AND ENVIRONMENTAL POLLUTION

INTERLUX AS a supplier ensures the reprocessing of packages of all sold articles. We signed a contract with the Package Disposal Organization and pay for the number of packages sold to our customers.

The following was paid in 2015 (numbers in tons):

- Glass – 2,19 t;
- Plastic – 2,99 t;
- Paper – 24,095 t;
- Wooden package – 3,8 t;
- Combined (mostly paper) – 3,158 t;
- Combined (without paper) – 1,7 t.

The disposal of the company’s accumulators, batteries and electric and electronic equipment was assigned to the Association of Manufacturers, Importers and Distributors of Electronic.





USE OF THE STREAM OF SLOWLY-RENEWING SOURCES

IN 2015 IT WAS tried to reduce the negative impact on the environment caused by the use of car fuel and exhausted contaminants and the new Car Use Policy of the company was adopted.

According to this document, in order to reach the stability of investments and ecological harmony, the planned total long-term price of property [TCO -True Cost of Ownership] is also assessed when the company buys a car. It involves the wear of the value of property, costs of consumed fuel (on the basis of the fuel rate set by the company), costs of procurement and replacement of tires (planning the mileage of 40 thousand km per one tyre set), expenditures of technical maintenance and insurance and obligatory taxes.

When buying and assembling a company's car, the "permissible costs" are also regulated in the Policy and they

are defined as ones intended to facilitate the performed work functions, protect the employees' health and ensure their safety, preserve the value of the company's property and reduce the impact on the environment.

Interlux keeps on participating in the procurements of the central information system of public procurements executed in an electronic and not a paper way in order to spare the paper used by the company. Moreover, the company often chooses products from reprocessed paper, tries to use paper rationally and choose e-documentation if possible.

INTERLUX IN THE SOCIETY

IN ORDER TO CONTRIBUTE to the harmonious and stable development of the society where it acts, Interlux supports the initiatives of encouragement of the scientific development and education of young scientists as well as disease prevention and prophylaxis. Interlux also contributes to the social projects reducing the social separation and creating safer Lithuania.

Over 200 000 Eur was spent on the support in 2015.

■ Initiatives of education of young scientists.

For example, Interlux supported the Scientific Society of Students of the Lithuanian University of Health Scienc-

es so that its members are able to train their scientific skills at the camp „Melanoma“ organized by the circles of dermatology and venereology, oncology, clinical pharmacology, pathological anatomy and plastic and reconstructive surgery.

The company also supported the Agency of Students of Vilnius University by contributing to the organization of scientific conferences „Medical Days 2015“.

■ Support to small patients

Compassionating the families growing children with severe diseases, Interlux supported a few organizations taking care of small patients and their family members in 2015.





For example, it was the Diabetes Society of Lithuanian Children and Young People that organized the 25th camp for young people with diabetes for 50 young people with diabetes from all Lithuania. The children and young people were taught the principles of healthy life allowing avoiding any complications and preserving their health and workability.

The support was given to the Lithuanian Society of Children's Haematology which members were able to participate in an international congress of photophoresis thanks to this support.

The support was also given to the Support Fund of the Paediatric Hospital – for the improvement of the facilities of the Paediatric Hospital.

■ For the encouragement of disease prevention and prophylaxis.

Interlux participates in different initiatives and events propagating wellness, disease prevention and prophylaxis, such as the fifth campaign „Recognize cancer – destroy cancer“ for the prevention of cervical cancer. During this initiative, Interlux contributed to more favourable conditions of prophylactic check-up for women with especially sensitive laboratory technology.

Another example: initiative for the commemoration of the World Diabetes Day when Interlux gave a possibility to examine the blood sugar and find out about the danger of diabetes, called plague of the present days, for over 2 000 people.

Interlux also supported even a few professional societies of specialists so that they were able to educate their members and encourage the medical progress in Lithuania.

■ Propagation of sport.

In 2015 Interlux supported the Lithuanian Federation of Biathlon so that the national team could prepare for the World and European championships 2015 in a better way. The company supports the Lithuanian Federation of Biathlon every year and helps to strengthen and popularize this kind of sport.

The company is also happy to support Kaunas Rowing Club and Vilnius Basketball Club for Young People.

Health is impossible without movement, so Interlux encourages all people to live healthy life actively and move as much as possible and is happy to contribute to the activation of various sport activities





ANTI-CORRUPTION

INTERLUX OBSERVES the principles of transparency and responsibility in business. The values of the company and models of activity of transparent anticorruptive behaviour are described in the Behaviour Code. Interlux also has a procedure of declaration of public and private interests – every new employee shall fill out the declaration of public and private interests.

BEHAVIOUR CODE

THE EMPLOYEES of Interlux observe the collegially consolidated Behaviour Code. The employees of the company observe the models of values and behaviour consolidated in the Behaviour Code willingly and they say the behaviour norms and values consolidated in the Behaviour Code are close and familiar to them. We are happy there were no cases of violation of the Behaviour Code by the employees in 2015 like previously. However, the company keeps on encouraging its employees to notice possible case of violation of the Code constantly and inform about them by all means.

ANTICORRUPTIVE TRAININGS

IN 2015 there were even three different trainings for the employees of Interlux in the field of anticorruption:

- Anticorruptive trainings – the peculiarities of practical application of the anticorruptive rules were taught during the trainings.
- Trainings of the ethic field – formation of the employees' needs in the field of implementation of the Ethic Code.
- Trainings in the field of interest conflicts – formation of anticorruptive skills of the employees in the field of interest matching.

The Behaviour Code, constant trainings in the anticorruptive field and other organizational means, such as meetings of the employees from the structural subdivisions of the company on the anticorruptive topic, participation in international and national organizations taking care of the development of transparent and responsible business enabled the company to ensure the highest transparency standards and deserve the trust of partners and customers in 2015 like previously





TRANSPARENT BUSINESS RELATIONS AND COMPETITION

TRANSPARENCY is one of the most important presumptions and principles of socially responsible business, but the total extent of corruption is considered one of the biggest problems of Lithuania. In 2015, 61 point of 100 possible ones and the 32nd position in the list of 168 countries was given to Lithuania in the research of the Transparency International Corruption Understanding Index. Lithuania occupies the 18th position among the EU and West European countries; last year it occupied the 20th position.

Transparency and ethic activity for the company Interlux are standards observed and nurtured since the very beginning and it explains the importance and main essence of these principles to every new collective member. Just unconditional transparency brought Interlux to the international arena. Transparent activity meeting the legal basis strictly and observation of the national regulatory norms and standards as well principles of ethic competition is model of the activity of Interlux.

We also prefer speaking about the ethic and transparent business model actively and sharing our good experience with partners and colleagues in the Baltic re-

gion – good practice and example of successful business rejecting corruption as an absolutely intolerable phenomenon raises the trust of the country's business and a wish to join the circle of companies organizing their business in an ethic manner undoubtedly.

The concept of transparency of Interlux involves the culture of transparent and ethic business, transparent relations with business partners and customers, transparent public procurements, transparent policy of wages and tax payment, transparent and honest competition and observation of the laws of competition.

In 2015 there were no cases of corruptive phenomena in the Interlux company like previously.

In order to meet higher quality and information protection standards and raise the transparency bar level even higher, Interlux keeps on developing the external and internal risk management programme and strives to implement an effective information security management system in accordance with the requirements of the Information Security Management System in 2016.





PARTICIPATION IN THE ACTIVITY OF RESPONSIBLE BUSINESS COMPANIES AND ASSOCIATIONS



■ Interlux – member of the Association of Manufacturers of Medical Equipment

The company Interlux also participates in the activity of the Lithuanian Association of Manufacturers of Medical Equipment united by ethic principles of activity and an unanimous goal to ensure the accessibility of the highest quality medical equipment to every inhabitant of Lithuania as well as socially responsible business behaviour for the development of obligations.

The Association encourages the activity of ethic business in the market where all manufacturers can compete just in legal and honest ways and the use of the most modern and highest quality medical equipment can contribute to constant improvement of health of the Lithuanian citizens and assurance of their longer life.



■ Participation in the activity of the Lithuanian Association of Responsible Business

The Lithuanian Association of Responsible Business is a national association of responsible business involving the companies and organizations which strive to implement the principles of responsible and ethic activity in their activity.

In 2013 we became some of the establishers and members of the Lithuanian Association of Responsible Business (www.asociacijalava.lt).

The Association involves the companies and organizations working in their fields which strive to act responsibly and share their experience with others: support the principles of ethic activity, respect the human and work rights of employees, spare resources, protect the environment, not to tolerate corruption and strive for the creation of the civil society.

The Lithuanian Association of Responsible Business is a platform of sharing good experience of responsible business that encourages learning, growing and expanding the harmonious development in Lithuania by means of cooperation among the organizations, society and state and creation of their value.

In 2015 the representatives of Interlux participated in the activity of the Association and organized trainings and seminars actively. Interlux and the Association participate in the activities of corruption prevention and compile the Anticorruptive Guide for companies together; it will be distributed in the whole country.

The participation in the activity of the Lithuanian Association of Responsible Business in 2015 enabled Interlux helping to spread the ideas of honest and responsible business in Lithuania and obtain good experience from partners and colleagues.

